ESG Performance

Company Name : TEAM CONSULTING ENGINEERING AND MANAGEMENT PUBLIC COMPANY LIMITED Symbol : TEAMG

Market : SET Industry Group : Property & Construction Sector : Construction Services

Environmental management

Information on environmental policy and guidelines

Environmental policy and guidelines

Environmental policy and guidelines	:	Yes
Environmental guidelines	:	Electricity Management, Fuel Management, Renewable/Clean Energy Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

The Company operates in the responsibility of the environment, strictly complies with laws, rules, and relevant standard and indicates the impact management guidelines. The impact can happen due to the operation and probably affect the health and safety of the stakeholders and society. The Company realizes that the effective environmental management can reduce the risk of legal issues and the Company's reputation, moreover, it will enhance the confidence of the stakeholders and community acceptance. The operation emphasizes the environmental policy and related guideline, for example, climate change management, sustainable water management, solid waste management and promotion of biodiversity. The Company supports the practices to reduce the environmental impact which is resulted from the business activities, and contribute to the achievement of the United Nations Sustainable Development Goals, to enable businesses to grow while caring for the environment and society sustainably.

Reference link for environmental policy and guidelines	:	https://www.teamgroup.co.th/wp-content/uploads/2024/02/TEAMG-36-2021-Sustainability-CSR_ALL-eng.pdf
Page number of the reference link	:	2-5

Information on review of environmental policies, guidelines, and/or objectives over the past years

Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year	:	Yes
Changes in environmental policies, guidelines, and/or goals	:	Electricity Management, Fuel Management, Water resources and water quality management, Waste Management, Biodiversity Management, Greenhouse Gas and Climate Change Management, Air Quality Management, Noise Pollution Management

1) Energy Management

• Set a long-term goal for 2030 to reduce electricity usage rate per 1 million baht of total income by 5%, when compared to the base year 2023.

2) Water Resource Management

• Set a long-term goal for 2030 to reduce water usage rate per 1 million baht of total income by 5% compared to the base year 2023.

3) Waste, sold waste and pollution management

• Set a long-term goal for 2030 to reduce the waste rate per 1 million baht of total income by 10% compared to the base year 2023.

4) Biodiversity Management

The company has established a policy on biodiversity management, as biodiversity management is a key factor

that the company prioritizes as an engineering and environmental consultant. Emphasis is put on project design that helps protect and restore ecosystems, along with risk assessment and planning for prevention of probable environmental and social impacts through pollution control and waste management. In addition, the Company implements measures for conserving refuge areas and biological resources in accordance with EIA principles, with continuous monitoring and reporting. The Company has carried out EIA projects for a large number of clients. Opportunities from good management enable the Company to add value to projects, respond to environmental policies, and build confidence among stakeholders. However, without proper management, there could be impacts on ecosystems and communities, including risk of non-compliance with environmental laws, which can affect reputation and business opportunities in the long term. Consequently, systematic implementation of biodiversity measures is a key approach that enables the Company to grow sustainably and reduce environmental impact.

5) Management to reduce the greenhouse gas problems

• The company has established a Corporate Governance and Sustainability Team. It is the operational unit that consists of the executives from all of the business units in the Company. The group is responsible for operating in accordance with the ESG policies and strategies assigned by the Corporate Governance and Sustainability Committee and the Risk Management Committee. The tasks include identification of the risk factors resulting from climate change, setting of the targets to reduce greenhouse gas emissions, monitoring and measuring ESG performance to ensure that defined measures are achieving their goals, and continuous reporting of operating results to the Board of Directors.

• Set a long-term goal for 2030 to reduce the greenhouse gas emission rate per 1 million baht of total income by 5% , when compared to the base year 2024 and set out the following strategies to achieve the long-term goals:

1. Use at least 50% or all of the electricity from green energy sources UGT.
2. Reduce the use of combustion engine vehicles and use EVs for business travel (use EV cars or Grab EV).
3. If activities that lead to maximum greenhouse gas emissions are promoted and reduced, carbon credit purchases can be considered for offsetting purposes.

Information on compliance with environmental management principles and standards

Compliance with environmental management principles and standards

Compliance with energy management principles and standards

Compliance with water management principles and standards

Water management principles and standards : 3Rs or 5Rs

Compliance with waste management principles and standards

Waste management principles and standards : 3Rs, 5Rs or 7Rs

Compliance with greenhouse gas or climate change management principles and standards

Greenhouse gas or climate change management principles and standards : Thailand Greenhouse Gas Management Organization (TGO)

Information on other environmental management

Plans, performance, and outcomes related to other environmental management

1) Air pollution management

The Company is the construction supervisor and contractor in the project sites. The construction supervision and management unit strictly complies by the policies of environmental impact prevention and reduction as indicated by the relevant regulations. The indicated practices will control the impacts from the air pollution and the waste to the least possible extent. The impacts from the construction include the total suspended particulates (TSP), carbon monoxide (CO), sulfur dioxide (SO_2), nitrogen dioxide (No_2), noise pollution, wastewater and solid waste. The construction area and the access road are sprayed with water. The truck tires are washed before leaving the construction site. The machine and equipment are carefully inspected to ensure the normal condition and prevent the noise. The construction hours does not affect the nearby communities. The wastewater in the construction area is treated before discharging. The waste is managed by the 3R system (Reduce, Re-use and Recycle) before disposed by the authorized agencies outside of the project area.

Monitoring of air quality and noise from construction activities are conducted by regularly measuring the concentration of TSP, CO, SO_2, NO_2, maximum noise level, and 24 hour average noise level in the construction area, community area and nearby sensitive area. The monitoring will follow the efficiency of measures implementation to prevent and reduce environmental impacts, and monitor the impact of construction activities to the workers in the construction area, the local people in the community and nearby sensitive area.

The aforementioned activities build the trust with its customers, practice as indicated by the environmental regulations and promote the environmentally friendly construction guidelines. However, the lack of appropriate control measure will affect the air quality and noise level and result in the community complaint and risk of non-compliance with environmental laws. Therefore, the regular monitoring of air quality and noise level is crucial in the effective management of impact from the construction activities.

The Company has set the following emissions targets for its construction projects:

• **Emission of pollutants** The emission must not exceed the standard value, according the notice of the National Environmental Committee.

-carbon monoxide (CO) < 30 ppm

- sulfur dioxide (SO2) < 0.30 ppm

- nitrogen dioxide (NO2) < 0.17 ppm

• **Emission of pollution and waste**

- The emission must not exceed the standard value, according the notice of the National Environmental Committee

- Total amount of dust in the area is not higher than 0.33 mg/m3 and the fine dust particles is not higher than 0.33 mg/m3.

Operation approaches

The construction supervision and management unit can indicate the measures of air pollution control and emission for the contractor as follows:

· The machine in the project should have the Euro 4 standard or higher, to reduce the emission of Co_2 and Nox.

· Spray the dust suppressant or water every 2 hours to reduce the dust from the soil digging and transportation.

· The truck must be covered with tarpaulin to reduce the dispersion of dust during the transportation.

· Prepare the shortest route and avoid the route with traffic congestion to reduce the Co_2 emission.

· Select the construction material that is produced with the low carbon emission process, for example, concrete that is made from the recycled material or mixed concrete.

The control and monitoring of the air pollution emission reduction results is the crucial tasks for the construction supervision consultant. The measure is conducted every 3 months in the construction area. The monitoring guidelines are as follows:

· Monthly monitor the used fuel amount in the machine and vehicles and compare with the indicated target.

· Regularly monitor the air quality in the construction area and surrounding area and report to the related agencies.

· Report the emission value of Co_2 and dust particles in the construction area every quarter in the sustainable report of the project.

· Check the machine and vehicles and maintain the scheduled maintenance to reduce the pollution emission.

Performance Results

Results of pollution and waste control and monitoring operations in the construction projects

Emission of pollutants: The value does not exceed the standard.

-carbon monoxide (CO) = 0.002 ppm

- sulfur dioxide (SO2) = 0.003 ppm

- nitrogen dioxide (NO2) = 0.032 ppm

Emission of pollution and waste: The value does not exceed the standard

-PM10 = 0.033 ppm

-PM2.5 = 0.044 ppm

All of the results of pollution emissions control from the construction does not exceed the specified standard. This certified the responsibility for compliance with environmental measures for the protection of environment and surrounding community's health.

In 2024, the Company implemented the Environmental Benefits Study Project for the Government's Use of Electric Vehicles, for Department of Climate Change and Environment, a consulting project that contributed to reducing air

pollution emissions. The objectives of the project involve the study of the environmental impact and reduction of the greenhouse gas emission, with the use of electric vehicle (EV) to replace the internal combustion vehicle in the government agencies. The project develops the calculation of greenhouse gas reduction and survey vehicle usage data of government agencies, study the economic costs and benefits of electric vehicle and the internal combustion vehicle, study the environmental benefits and develop a low-carbon business model to drive EV policies for the whole country, and suggest the solutions to the problem of switching to EVs nationwide. This project supports the reduction of greenhouse gases, reduces the environmental impact of using gasoline-powered vehicles, and reduces the generation of PM 2.5 dust and various pollutants, for example carbon dioxide (Co_2), nitrogen oxides (No_x), carbon monoxide (CO) and noise pollution, etc.

2) Quality of Construction Materials

Environmentally friendly construction material management is important for the Company as it minimizes environmental impacts and strengthens the Company's image as a sustainability-focused engineering consultant. Promotion of green building design according to LEED and TREES standards, support for the use of energy-efficient materials and greenhouse gas emission reduction, including selection of materials that have undergone Life Cycle Assessment (LCA), have provided opportunities for the Company to expand its business in environmentally conscious markets. However, selection of unsuitable construction materials or non-compliance with construction material regulations may have a negative impact on the Company's image and lead to a loss of customer trust. Therefore, controlling the use of construction materials according to the established standards is crucial for reducing risks and achieving sustainable growth in the future.

Operational approaches

As a design and construction supervision consultancy, the Company plays an important role in setting guidelines and measures for construction waste reduction in order to enhance the efficiency of resource use, minimize environmental impacts, and promote environmentally friendly operations. The Company has established the following guidelines.

- **Selection of Construction Materials** The Company defines measures for efficient selection and use of construction materials, focusing on reusable or recyclable materials, such as waste glass in concrete mixes and recycled steel bar, including design of buildings and structures, taking into account the use of environmentally friendly materials and mitigation of long-term environmental impacts.
- **Construction Waste Reduction** The Company is committed to maximizing material efficiency from the design phase in order to minimize construction waste. A Construction Waste Management Plan (CWMP) is required to be prepared as part of the construction plan and these guidelines must be strictly adhered to.
- **Use of Construction Waste** The Company supports the processing and reuse of construction waste, such as grinding old concrete to be used as fill material, and exchanging excess construction materials between projects for use in other projects. Guidelines are put in place for the storage and reuse of used materials, such as formwork which can be reused multiple times, so as to increase resource efficiency and minimize environmental impacts.

As a construction supervision consultant, in 2024, the Company and construction contractors jointly set waste management goals, with waste reduction target of not less than 20% of the total waste generated in construction projects. Waste reduction measures are implemented from the design stage, planning of material use, transportation, construction, and management of waste generated in projects.

Performance results

- **Employee Training**: In 2024, the Company conducted training for employees on effective construction waste management. The training focused on providing knowledge about waste management standards according to ISO 14001 and LEED standards, including waste separation, efficient resource utilization, and guidelines on waste recycling. Furthermore, training was held on waste reduction methods from project design to on-site construction to enable employees to effectively implement these practices.
- **Contractor Training**: The Company puts emphasis on educating contractors about construction waste management. Training was conducted in 2024, covering waste management standards, requiring contractors to prepare a waste management plan as part of the construction plans, and continuously monitoring and evaluating waste reduction performance.

- **In 2024**, with the waste reduction target of not less than 20% of the total waste generated in construction projects, the inspection and evaluation of waste management within the project showed that waste could be reduced by 25% compared to the total waste from construction projects. This was achieved through the following actions:

o Waste sorting at source: Designated disposal points are arranged for different types of waste, such as concrete, scrap metal, plastics, and wood.

o Use of recycled materials: Minimizing waste from cutting steel bars, and reusable concrete where possible.

o Waste reduction during construction: Use BIM (Building Information Modeling) technology to calculate the actual work quantity required so as to reduce construction waste and reduce losses from incorrect construction placement.

o Reuse of materials: For example, plywood formwork can be reused multiple times.

Reduction of Construction Waste or Waste from Construction Material Production Using BIM System for Construction Supervision of Biopharmaceutical Research and Development Center Building Project

The Company has developed construction design, using BIM system, from designing, raw material procurement planning and construction process, so as to reduce waste and serve as guidelines for the construction and real estate industries to apply the system to reduce loss and production waste. The project features are as follows:

- **Design and Advance Planning**: Calculate the required material quantities accurately, using BIM (Building Information Modeling). Plan material procurement, based on just-in-time delivery to reduce waste from material storage.
- **Supervise the Segregation of Recyclable Waste into Categories**: such as scrap metal and aluminum sorted into piles for delivery to recycling plants, demolished old concrete to be crushed and used as fill material, and glass and plastics sorted into piles for delivery to processing plants.
- **Segregation of Reusable Waste**: Reusing concrete formwork at least 3-5 times, waste cement bags for packing other materials, and scaffolding and steel forms within the project.
- **Materials Requiring Proper Disposal**: such as chemical-contaminated waste to be disposed of according to environmental standards, packaging waste which is sorted into wet waste and dry waste before disposal.
- **Training and Awareness Building**: Organize training on waste management for employees and contractors.
- **Responsibilities**: Project Manager is responsible for planning and controlling waste management to ensure compliance with CWMP; contractors adhere to the Waste Reduction Plan and separate waste properly; and the environmental inspection team reports the results and provides recommendations for improvement.
- **Inspection and Monitoring**: Report on the volume of waste generated every week. A team checks that the Waste Management Plan is implemented in accordance with the guidelines. A monthly summary is prepared along with analysis of process improvement methods.

Summary

- The project shows a trend of improved waste reduction, but there are still areas for development, such as additional employee training.
- Monitoring will be conducted continuously every week and a summary report will be prepared every month to ensure that waste reduction measures are effective.

3) Biodiversity Management

Biodiversity management is a key factor that the Company prioritizes as an engineering and environmental consultant. Emphasis is put on project design that helps protect and restore ecosystems, along with risk assessment and planning for prevention of probable environmental and social impacts through pollution control and waste management. In addition, the Company implements measures for conserving refuge areas and biological resources in accordance with EIA principles, with continuous monitoring and reporting. The Company has carried out EIA projects for a large number of clients. Opportunities from good management enable the Company to add value to projects, respond to environmental policies, and build confidence among stakeholders. However, without proper management, there could be impacts on ecosystems and communities, including risk of non-compliance with environmental laws, which can affect reputation and business opportunities in the long term. Consequently, systematic implementation of biodiversity measures is a key approach that enables the Company to grow sustainably and reduce environmental impact.

Operational approaches

The Company's steps or process for biodiversity study in the environmental impact study and report preparation are as follows:

1. Define the scope and methodology.
2. Survey, count and assess the abundance, diversity, and legal protection.
3. Assess biodiversity risks and impacts.
4. Determine measures for impact prevention, correction and mitigation.
5. Determine monitoring measures to observe potential impacts to ensure the sustainability of ecological system and biodiversity in project development.
6. Promote public participation and receive opinions about project development approaches.

The Company sets biodiversity management targets as follows:

Target in 2024: Proportion of green area in construction projects is targeted to be higher than the proportion required by law (no less than 5% of the area) in every project.

Performance results: All EIA projects undertaken by the Company have a higher proportion of green area than legally required.

In 2024, the Company, in cooperation with Kansai Energy Solutions (Thailand) Co., Ltd., conserved and protected biodiversity affected by construction process. An Environmental Impact Assessment (EIA) was conducted to minimize any probable negative environmental impacts in the project. The project details are as follows:
The Company's engineering and environmental consulting business plays a part in the promotion and conservation of environmental quality. In 2024, the Company, together with Kansai Energy Solutions (Thailand) Co., Ltd., preserved and protected biodiversity affected by construction process. An Environmental Impact Assessment (EIA) was carried out to minimize any probable negative environmental impacts in the project. The Company conducted survey and assessment of biodiversity impacts from the construction of Kansai Power Plant Project. It also participated in determining impact prevention and correction measures as well as environmental impact monitoring measures during the construction and operation phases. This is to maintain and conserve environmental quality, ecosystem or biodiversity, and social aspects in order to ensure sustainability in the project development and create understanding among communities through public participation activities according to the public participation and consultation process, public opinion survey regarding project development, and survey of ecosystem or biodiversity, environmental quality and health, including participation in monitoring and surveillance of environmental quality and health impacts in the biodiversity aspect that may occur during the project construction phase. Additionally, the Company participated in determining measures for preventing and mitigating impacts on terrestrial biological resources as follows:

Construction Period

• Provide a green area within the project area of not less than 114 square meters (or 6.13 percent of the project area), exceeding the legal requirement.

• Plant tall trees along the eastern fence. Plant large trees in two alternate rows, with spacing of about 2.00 meters. Each row is approximately 3.00 meters apart. Tree species include Asoke trees, Ivory trees, and Iron Wood Horsetail trees. Along the northern fence, large trees should be planted in a single row, with spacing of about 3.00 meters.

Operation Period

• Maintain green areas within the project area to be in a beautiful condition at all times by installing automatic water sprinklers to cover the green areas and allocating a sufficient annual budget from the project operation budget for the management of green areas.

• Establish a project policy for employees to jointly maintain and conserve the project's green areas for sustainability.

• If a tree is found dead, it must be replaced within 2 weeks to maintain and conserve the green area according to the designated ratio.

The Environmental Impact Assessment (EIA) Report for Kansai Power Plant Construction Project of Kansai Energy Solutions (Thailand) Co., Ltd. can be downloaded at https://eia.onep.go.th/

Information on incidents related to legal violations or negative environmental impacts

Number of cases and incidents of legal violations or negative environmental impacts

	2022	2023	2024
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

Energy management

Disclosure boundary in energy management in the past years[1]

Boundary type	:	Company
Total number of disclosure boundaries	:	9
Actual number of disclosure boundaries	:	8
Data disclosure coverage (%)	:	88.89

Remark: [1] *The subsidiary companies in which the company holds 100% of the shares total 8, bringing the total number of companies to 9. However, since LTEAM Sole Company Limited is located in Laos and outside the scope of the headquarters, energy usage from this company is excluded from the calculation.*

Information on energy management

Energy management plan

The company's energy management plan	:	Yes

The energy management is significant to the engineering consulting company since it reduces the operation cost, support the sustainable projects, support the client' s environmentally friendly project development, such as green building and renewable energy (solar rooftop) as well as energy saving technology (smart chiller). However, without the appropriate control, it will lead to the uneconomical use of energy and affect the cost. The non-compliance with energy laws can affect the client confidence and the Company's image. On the contrary, the effective energy management enables the cost reduction, and increase the competition ability and business expansion with the smart energy service. The Company can also comply with the energy and environmental standard and efficiently support the sustainable development of the engineering industry.

Operational approaches

The Energy Management Implementation Working Team is appointed to implement and cooperate with the Company's energy management for the best continuation and efficiency. The tasks of the Energy Management Implementation Working Team include operating the energy management to be in consistency with the policy of energy conservation and energy management, and cooperating with the relevant agencies to follow the policy. Moreover, the Energy Management Implementation Working Team will organize the training or the activities relating to the energy conservation for the awareness of all levels of employees, and supervise the energy management to be in consistent with the policy. The Energy Management Implementation Working Team will report the implementation results of the energy conservation and management to the CEO, propose the indication or review of energy conservation and management policy for the CEO's consideration, and lastly, support the administrative unit to follow the energy law. The company indicates the energy management guideline for both the internal operation and project operation to respond the targeted policy and goals and support the maximum effective energy use and energy reduction.

Information on setting goals for managing energy

Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or fuel management	:	Yes

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of electricity purchased and fuel consumption	2023 : energy consumption 1,195,996.00 Kilowatt-Hours	2024 : Reduced by 12,871,627.62 Kilowatt-Hours

Information on performance and outcomes of energy management

Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

- **Energy reduction in the work** includes the campaign to turn off the light during the lunch break and replace of the energy saving appliances in the whole office building, for example, the energy saving light bulbs (LED) and the study of gas reduction, for example, procurement of electric vehicles (EV) to replace the existing car. In 2024, the following activities were carried out as follow:
  - Fluorescent lamps were replaced by 370 LED lights.
  -Investment budget is 87,200 Baht
  - Energy saving is 23,363.20 kWh/year or 2.02% or 124,426.84 Baht/year
- **Energy Efficiency Improvement** the Company has studied and developed technology for enhancing energy efficiency, especially the building's cooling system which accounts for a considerable portion of the annual electricity bill. In 2021, the Company installed the smart chiller system at TEAM Building to help reduce electricity consumption.
- **Energy conservation in the office** The energy management implementation working team publicizes the energy saving tips for employees via the internal communication channels, such as intranet, corporate face book, information board in the elevator, etc. the energy saving tips involve the campaign to turn the lights off during lunch breaks or when not in use or turn on the air conditioner at a suitable temperature of 25-26 degrees.
- **Production/use of renewable energy** The company invested 2.5 million Baht in the installation of a 90.09 kWp solar power generation system on TEAM Building's rooftop to covert solar energy, which is clean energy, into electricity for indoor use. This helps to reduce the amount of electricity purchased from the Metropolitan Electricity Authority (MEA) and the power generation system causes no environmental pollution. It is also a measure to reduce the company's carbon footprint in terms of global warming.

Summary of energy use In 2024, the total of electricity use, including the renewable energy from the solar rooftop is 1,388,832 kilowatt/hours (kWh).

Diagram of performance and outcomes in energy management

Comparison of electricity consumption in 2023 and 2024

Types of electricity reduction targets	Electricity reduction target in 2024	Year 2023	Year 2024	Results of electricity reduction operations 2024
Electricity consumption (kilowatt/hour: kWh)	1%	1,195,996	1,287,162	Increased by 7.62%
Electricity consumption rate (kilowatt/hour: kWh)/Total income (1 million baht)*	1%	709.7	679.5	Decrease by 4.25%

* Total revenue in 2023: 1,685.32 million baht
Total revenue in 2024: 1,894.33 million baht

Comparison of electricity consumption in 2023 and 20

Information on electricity management

Company's electricity consumption (*)

	2022	2023	2024
Total electricity consumption within the organization (Kilowatt-Hours)	1,324,370.00	1,323,480.00	1,388,832.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	1,223,000.00	1,229,000.00	1,287,162.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	101,370.00	94,480.00	101,670.00
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	1,069.77	1,029.14	1,065.87

Additional explanation : (*) Exclude electricity consumption outside of the Company

Electricity Expense (*)

	2022	2023	2024
Total electricity expense (Baht)	5,469,713.92	6,122,753.32	6,251,697.85
Percentage of total electricity expense to total expenses (%)(**)	0.36	0.40	0.37
Percentage of total electricity expense to total revenues (%)(**)	0.33	0.36	0.32
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	4,418.19	4,761.08	4,797.93

Additional explanation : (*) Exclude electricity expense outside of the Company

(**) Total revenues and expenses from consolidated financial statement

Information on fuel management

Company's fuel consumption

	2022	2023	2024
Diesel (Litres)	41,625.05	40,800.21	105,339.80
Gasoline (Litres)	48,064.80	57,809.27	96,743.63

Additional explanation : Not include external fuel consumption

Company's fuel expense (*)

	2022	2023	2024
Total fuel expense (Baht)	4,272,418.24	4,710,104.45	N/A
Percentage of total fuel expense to total expenses (%)(**)	0.28	0.31	N/A
Percentage of total fuel expense to total revenues (%)(**)	0.26	0.28	N/A

Additional explanation : (*) Exclude electricity expense outside of the Company

(**) Total revenues and expenses from consolidated financial statement

Information on total energy management (electricity + fuel)

Energy Consumption

	2022	2023	2024
Total energy consumption within the organization (Megawatt-Hours)	N/A	N/A	0.00

Energy Consumption Intensity

	2022	2023	2024
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues)(*)	N/A	N/A	0.00000000

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Water management

Disclosure boundary in water management over the past years[(2)]

Boundary type	:	Company
Total number of disclosure boundaries	:	9
Actual number of disclosure boundaries	:	8
Data disclosure coverage (%)	:	88.89

Remark: [(2)] *The subsidiary companies in which the company holds 100% of the shares total 8, bringing the total number of companies to 9. However, since LTEAM Sole Company Limited is located in Laos and outside the scope of the headquarters, water usage from this company is excluded from the calculation.*

Information on water management plan

Water management plan

The Company's water management plan : No

The Company, the consultant company in relating with engineering and water management, emphasizes the efficient water use which can not only reduce the operating costs but also promote sustainable project development, e.g., water management project, waste water management system design and implementation of water-saving technologies. These project developments can increase the efficiency of water resource use, reduce the impact on the environment, promote business expansion and comply with energy and environmental regulations. Neglection in proper water management can leave companies with long-term impacts on their image and stakeholder trust.

Operational approaches

The Company's Corporate Governance and Sustainability Team, consisting of many business units, focus on supporting all units to manage water resources effectively. The Team indicates the guidelines for reducing water usage, reducing water loss, recycling water used in the organization, installing the water saving devices, providing the management of all wastewater treatment systems resulting from activities within the TEAM building, allowing the relevant agencies to inspect the water leaks and reduce the water loss, as well as organizing the campaign for employees to use water resources wisely and creating awareness of water conservation.

Information on setting goals for water management

Setting goals for water management

Does the company set goals for water management : Yes

Details of setting goals for water management

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2023 : Water withdrawal 19,764.00 Cubic meters	2024 : Reduced by 1%

Information on performance and outcomes of water management

Performance and outcomes of water management

Performance and outcomes of water management : Yes

· **Reducing water usage** The Company asks the water users to turn off the water every time when the equipment is not in use, for example, turn off the water when washing hands or brushing teeth, and do not leave the water running while washing dishes. In the construction project, the water circulation system will be used to reduce the fresh water use. The water use activities include collection and treatment of used water from equipment washing and concrete mixing for reuse and selecting water saving devices, such as low pressure nozzles and sensor faucets, in order to reduce unnecessary

waste.

· **Reducing water loss** The company places importance on using water efficiently by improving water use systems in offices and projects, for example, installation of automatic stop faucets, and inspection and repair of water system leaks.

· **Water reuse/ water recycling**

The Company encourages the water recycling, such as, using the water from the sink to water plants and employees are suggested to recycle water from washing vegetable and fruits to water the plants, etc.

In addition, the Company invested in the innovation, for example, water recycling in the area of Suan Luang - Sam Yan, which belongs to Chulalongkorn University in 2019. The project has the production capacity of not less than 240 cu.m. /day. The wastewater from the consumption of CU-Terrace and Cu I-HOUSE buildings will be treated and distributed back to Chulalongkorn University for watering the plants in Chulalongkorn University Centenary Park and neighboring area. The project duration is 11 years, from 2020 – 2031.

· **Wastewater Management**

The Company has established guidelines for managing all wastewater treatment systems resulting from various activities within the TEAM Building, using a fixed film aeration system with a size of 100 cubic meters/day. The wastewater quality will meets the standards for controlling wastewater discharge from buildings, according to the announcement of the Ministry of Natural Resources and Environment, before discharging into the public water drainage system.

· **Summary of the company's total water usage** In 2024, the different types of water usage of the Company is as follows:

o Water supply is the total of 21,217 cubic meters.

o The total wastewater discharged into the treatment system is the total of 13,763 cubic meters.

Diagram of performance and outcomes in water management

Comparison of water consumption in 2023 and 2024

Types of water reduction targets	Water reduction target in 2024	Year 2023	Year 2024	Waste reduction performance results 2024
Water consumption (cubic meter)	1%	19,764	21,217	Increase by 7.35%
Water usage rate (cubic meters)/ total income (1 million baht)*	1%	11.7	11.2	Decrease by 4.49%

* Total revenue in 2023: 1,685.32 million baht
Total revenue in 2024: 1,894.33 million baht

In 2024, the Company's water consumption increased by 7.35% from 2023, due to the increase in the Company's workload, which is 12.40% increase in revenue growth from 1,685.32 million baht in 2023 to 1,894.33 million baht in 2024. Although water consumption volume increased, water consumption intensity per revenue (cubic meters/ million baht) decreased from 11.7 in 2023 to 11.2 in 2024. This shows that the company is able to improve water usage efficiency in comparison to revenue growth.

Information on water management

Water withdrawal by source

	2022	2023	2024
Total water withdrawal (Cubic meters)	19,991.00	19,764.00	21,217.00
Water withdrawal by third-party water (cubic meters)	19,991.00	19,764.00	21,217.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	16.15	15.37	16.28

	2022	2023	2024
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.01	0.01	0.01

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Water discharge by destinations

	2022	2023	2024
Total wastewater discharge (cubic meters)	12,636.00	13,611.00	13,763.00

Water consumption

	2022	2023	2024
Total water consumption (Cubic meters)	7,355.00	6,153.00	7,454.00

Water Consumption Intensity

	2022	2023	2024
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues)(*)	0.00444641	0.00359742	0.00386729
Intensity of total water consumption (Cubic meters / Person (employee))	16.14781906	15.36858476	16.28319263

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Water withdrawal expenses

	2022	2023	2024
Total water withdrawal expense (Baht)	320,313.96	317,276.51	362,936.03
Percentage of total water withdrawal expense to total expenses (%)(*)	0.02	0.02	0.02
Percentage of total water withdrawal expense to total revenues (%)(*)	0.02	0.02	0.02
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	258.74	246.72	278.54

Additional explanation : (*) Total revenues and expenses from consolidated financial statement

Waste management

Disclosure boundary in waste management over the past years[3]

Boundary type	:	Company
Total number of disclosure boundaries	:	9
Actual number of disclosure boundaries	:	8
Data disclosure coverage (%)	:	88.89

Remark: [3] *The subsidiary companies in which the company holds 100% of the shares total 8, bringing the total number of companies to 9. However, since LTEAM Sole Company Limited is located in Laos and outside the scope of the headquarters, waste, sold waste from this company is excluded from the calculation.*

Information on waste management plan

Waste management plan

The company's waste management plan : Yes

The Company focuses on efficient waste and solid waste management to reduce operating costs and supports sustainability practices. The management includes reducing the amount of paper used in preparing reports, recycling document, and reducing the waste generated from internal processes within the organization. The appropriate waste management enables efficient use of resources, reduces the environmental impact and enhances the credibility in environmentally friendly business operations.

Operational approaches

The Company's Corporate Governance and Sustainability Team is responsible for establishing effective waste and waste management guidelines, emphasizing the reduction of the waste and the landfill, and promoting the recycling, as well as establishing waste separation measures from the beginning and recycling of reusable waste. The Administrative and General Services Unit is responsible for operations in accordance with the specified guidelines, for example, providing waste separation bins according to type, responsible for the waste recycling process and checking the amount of waste generated in the office. The Administrative and General Services Unit will cooperate with the Corporate Communications Department to encourage employee of all levels to reduce the waste and use the resource wisely. This is the Company’s waste management that is in line with the environmental and sustainability standards.

Information on setting goals for waste management

Setting goals for waste management

Does the company set goals for waste management : Yes

Details of setting goals for waste management

Target(s)	Base year(s)	Target year(s)	Waste management methods
Reduction of waste generation Waste type: Non-hazardous waste	2023 : non-hazardous waste 129,000.00 Kilograms	2024 : Reduced by 2%	• Recycle • Landfilling

Information on performance and outcomes of waste management

Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

· **Reduction of the waste and waste generation**

The Company indicated the policy for the office to store the document in the digital format and sent by email. This is the policy of the paperless work. The document in the work include meeting agenda of various committees and employee valuation form, etc. The document management system is adopted all projects related to construction management and supervision which results in the reduction of hard copies such as circular letters, accounting, financial, and procurement documents. The 3R (Reduce, Reuse, and Recycle) concept is employed in the project site. This concept will reduce the unnecessary material, and sort the material that can be reused, for example, wood, scaffold, and pieces of metal. The waste material can be sent to the recycle factory to reduce the waste.

· **Reduction of the landfilling, such as separating, recycle, and reusing waste.**

The Company is committed to reducing and making use of solid waste in line with the 3Rs (Reduce, Reuse and Recycle) approach, especially with respect to wastepaper generated by report preparation. An active measure is to ensure that both sides of paper are used for printing. When such paper is no longer needed, it is sold for recycling.

Staff members are also encouraged to sort the plastic bottle for recycling and use quality eco-friendly office equipment.

· **Educating and promoting employee participation** In 2024, the Company implemented the project of properly sorting plastic and organic waste (food scraps). The separate trash bins for plastic bottle and food scraps are provided. The sorted plastic bottles were donated to the gas station for recycle supporting, and reduction of landfill and impact to the ecosystem. The employees who attended the project would promote the environmental awareness and unity among the employee and their family.

The company has campaigned for employees to reduce waste generation to be less than 0.3 kilograms/person/day. In 2024, employee generates the waste at a rate of 0.34 kilograms/person/day.

Diagram of performance and outcomes of waste management

Comparison of the amount of waste in the Company in 2023 and 2024

Types of waste reduction targets	Waste reduction target in 2024	Year 2023	Year 2024	Waste reduction performance results
Waste volume (tons)	2%	129	38	Decrease by 70.33%
Waste rate (tons)/Total income (million baht)*	2%	0.077	0.020	Decrease by 73.61%

*Total revenue in 2023: 1,685.32 million baht
Total revenue in 2024: 1,894.33 million baht

In 2024, the company's waste volume decreased by 70.33% from 2023. The intensity of waste volume per income (tons/million baht) decreased from 0.077 in 2023 to 0.020 in 2024, representing a decrease rate of 73.61%. Nevertheless, in 2023, the company calculated by employing the average waste generation rate, while in 2024, the company employed the weighting method. However, in 2024, the company can improve its waste management efficiency in spite of the continuous business growth. The company's hazardous waste is small and it is considered insignificant.

Information on waste management

Waste Generation(*)

	2022	2023	2024
Total waste generated (Kilograms)	N/A	129,000.00	9,760.00
Total non-hazardous waste (kilograms)	N/A	129,000.00	9,760.00

	2022	2023	2024
Non-hazardous waste - Landfilling (Kilograms)	N/A	N/A	9,760.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues)(**)	N/A	0.08	0.01
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues)(**)	N/A	0.08	0.01

Additional explanation : (*) Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

(**) Total revenues and expenses from consolidated financial statement

Waste reuse and recycling

	2022	2023	2024
Total reused/recycled waste (Kilograms)	0.00	0.00	12,600.00
Reused/Recycled non-hazardous waste (Kilograms)	N/A	N/A	12,600.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	0.00	129.10
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	N/A	129.10

Additional explanation : Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

Greenhouse gas management

Disclosure boundary in greenhouse gas management over the past years[4]

Boundary type	:	Company
Total number of disclosure boundaries	:	9
Actual number of disclosure boundaries	:	8
Data disclosure coverage (%)	:	88.89

Remark: [4] *The subsidiary companies in which the company holds 100% of the shares total 8, bringing the total number of companies to 9. However, since LTEAM Sole Company Limited is located in Laos and outside the scope of the headquarters, greenhouse gas emissions from this company is excluded from the calculation.*

Information on greenhouse gas management plan

Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

Management to reduce greenhouse gas emissions is an important issue that the company places great importance on since it is a part of environmental responsibility and sustainable business operations. The Company, as the engineering and environmental consultant, expands the scope of service to the corporate carbon footprint assessment and Validation and Verification Body (VVB). This service will assist the client to systematically manage their greenhouse gas emissions and comply with international environmental standards. The opportunity of this operation allows the Company to respond to the business sector that emphasizes the carbon reduction, support sustainability requirements and add the value to the company's services. However, the inappropriate management may result in the company being unable to comply with government requirements and international standards on greenhouse gas verification and affect the customer credibility and trust. Consequently, effective implementation of this work and development of capacity to provide carbon footprint and GHG verification services are therefore essential for the Company in relation to the ability to compete and grow in the long term.

Operational approaches

The Company places importance on reducing greenhouse gas emissions, both in its operations and in its work processes. The Company has defined the roles and responsibilities of the Board of Directors and Executives related to climate change as follows:

- **The Risk Management Committee** The tasks include supervision and management of the risk in terms of ESG, especially the risk in the climate change that is able to affect the Company business operation. The Risk Management Committee is assigned by the Company's Board of Directors to indicate the ESG Risk Management Policy and Framework to be in line with the corporate strategy and supervise the Company's adaptation and reduction of the effect of the relevant risk.
- **Corporate Governance and Sustainability Committee** The Committee has a key role in determining sustainability policies and strategies to ensure that the company operates in accordance with the principles of good governance and sustainability, particularly, managing the impacts of climate change and other ESG factors. The Committee establishes a vision and operational guidelines for ESG, including monitoring compliance with the established policies.
- **Corporate Governance and Sustainability Team** It is the operational unit that consists of the executives from all of the business units in the Company. The group is responsible for operating in accordance with the ESG policies and strategies assigned by the Corporate Governance and Sustainability Committee and the Risk Management Committee. The tasks include identification of the risk factors resulting from climate change, setting of the targets to reduce greenhouse gas emissions, monitoring and measuring ESG performance to ensure that defined measures are achieving their goals, and continuous reporting of operating results to the Board of Directors.

The Risk Assessment of Climate Change

1. **The Physical Risks**

The climate change poses physical risks that could impact a company's operations in many ways: acute risks and chronic risks.

Types of risks

1.1 **Acute Risks** such as the rain bomb, flash flood and landslide, flood, drought, and forest fire

Strategy : The physical incidents probably affect the business operation, especially the remote area. It is necessary to

indicate the monitoring measure and warning information from the related agencies for preparation.

Measures

· Closely follow news and warning information from the local and central agencies.

· Implement design standards that take into account natural disasters, such as structural design that can withstand flooding or forest fires

Operation : Operational disruption, such as construction stoppage, or supply chain disruptions from natural disasters delays and damages the project

Measures

· Prepare and disseminate disaster prevention and response manuals to employees and contractors who work in the risk areas.

· Prepare the emergency plans that coordinate both field agencies and headquarters to provide support in the event of a disaster.

· In case an incident affects the work, the work must be stopped and coordination is required for the safe termination of operations.

Financial : The company must have a business continuity plan and financial plan to cope with the potential impacts of these disasters

Measures

· Prepare a business continuity plan that covers both construction control and financial management in the event of a disaster.

· Allocate a reserve budget in case of uncontrollable natural events.

Legal: The Company shall comply with natural disaster-aware design standards to ensure that construction and projects comply with relevant laws and standards.

Measures

· Comply with design standards and laws related to natural disasters, such as the building design that are disaster resilient.

· Comply with laws regarding disaster management in various areas and cope with the impacts of natural disasters.

1.2 **Chronic Risks**, such as rising global average temperature, or rising sea level. It can be categorized as follows:

Strategy : Long-term climate change may require operational adaptations, such as promoting energy conservation, using renewable energy sources, and creating green spaces to reduce heat.

Measures

· Promote energy saving and renewable energy sources.

· Increase green space to absorb heat.

· Promote the use of Circular Economy and reduce the use of fossil fuels.

· Support Net Zero approaches, such as reforestation or purchasing carbon credits (in the future)

· Promote adaptation to climate change using environmentally friendly technologies.

Operation : Increased temperature can affect employee health and productivity.

Measures

· Provide cool rest areas for employees in areas with high temperatures.

· Health safety measures, such as vaccination to cope with potential epidemics that may occur when temperatures are high.

Financial: The environmentally friendly measures, such as reforestation and purchasing carbon credits, may be expensive in the short term, but will be beneficial in the long term.

Measures

· Investing in renewable energy projects and green technologies may be expensive in the short term, but will reduce costs in the long term and create sustainability for the business.

· The Circular Economy, such as using recycled materials and reducing waste in the production process, will reduce the production costs.

Legal : Compliance with standards and regulations related to reducing greenhouse gas emissions and achieving Net Zero

Measures

· Report the Company's greenhouse gas emissions to investors and comply with greenhouse gas emission reduction standards.

· Comply with environmental laws, such as consideration of the pollution impacts of operations.

· Adapt to laws and regulations related to climate change.

2. Risks from the transition of domestic and international laws and regulations that must be complied with (transition risks)

2.1 **Regulatory Risks**

Strategy : Changes in local and international laws may require companies to adjust their strategies to comply with new laws.

Measures

· Closely monitor and analyze changes in both domestic and international laws.

· Improve the strategies to align with the Act of ESG standards and environmental requirements.

· Develop partnerships with regulatory agencies and stakeholders for the rapid adaptation to new regulations.

Operation : The updated internal policies and processes to comply with new legislation may impact operations and require additional resources.

Measures

· Improve internal policies and processes to comply with new laws.

· Develop operational guidelines to comply with changing requirements.

· Apply Building Information Modeling (BIM) to reduce the resource waste in the design and construction.

Financial : The Company can be fined or lose the business opportunities if fail to comply with the new law.

Measures

· Failure to comply with the new law could lead to fines or lost business opportunities, which could affect the company's financial position.

· Consider the potential costs of adapting to new regulations.

Legal : The company faces legal risks and reputational impact if it fails to comply with the law.

Measures

· It is important to keep track and adapt to new legal changes to avoid the legal risks.

· Compliance with legal requirements to avoid reputational impact

· Establish design and construction guidelines in accordance with ISO 14001 and ISO 50001 standards.

2.2 Market & Competitiveness Risks

Strategy: The market's focus on sustainability requires the Company's adaptation to market demands.

Measures

· Adjust marketing strategies to meet market demands that are focused on sustainability.

· Collaborate with international organizations to maintain competitiveness in highly regulated markets.

· Integrate green knowledge and sustainability knowledge with engineering consulting

Operation: The Company probably makes additional investments in their transition to sustainable practices.

Measures

· Shifting to the sustainable approaches may require additional investment in environmentally friendly technologies or materials.

· Align with the needs of ESG-focused customers and partners

Financial: The company may incur high costs in the short term for investing in the sustainable measures.

Measures

· Investing in sustainable measures may be costly in the short term, but it will enhance competitiveness and meet the market demands in the long term.

· Consider the efficient use of resources in the competition and cost reduction.

Legal: Maintaining competitiveness in increasingly regulated markets may require the Company's adaptation.

Measures

· The competition in the business that complies with stricter environmental laws may cause the Company to adapt to remain competitive in the market.

· Comply with environmental laws and ESG standards to avoid penalties or loss of competitiveness.

2.3 Reputational & Compliance Risks

Strategy : The reputation for sustainability and adhering to international standards are essential to maintain the stakeholder trust.

Measures

· Operate in accordance with good governance principles and transparent ESG standards.

· Develop the policies and strategies that can build trust with stakeholders, with an emphasis on social and environmental responsibility.

· Create partnerships with domestic and international organizations with ESG compliance standards.

· Develop a long-term strategic plan to reduce the greenhouse gas emissions.

Operation: Failure to comply with ESG standards or no consideration on the environmental impacts can damage a company's reputation and result in the loss of customers or business partners.

Measures

· Assess Carbon Footprint for Organization according to international standards

· Train the employees to understand and comply with ESG standards.
· Provide an internal audit system to prevent violations and develop transparency in operations.
· Implement the CSR projects that help reduce greenhouse gas emissions, such as mangrove reforestation projects.

Financial : The Company is at risk of the financial loss from fines or lost business opportunities if they do not comply with ESG standards.

· A company's failure to comply with ESG standards or suffer a negative reputation could result in financial losses from fines or lost business opportunities.
· Compliance with international standards can reduce the financial risk of legal sanctions or reputational damage.

Legal : Conducting business in accordance with good governance and ESG standards reduces the risk of legal penalties and helps build confidence among stakeholders such as investors, business partners, and customers.

Measures

· Comply with environmental, labor and human rights laws to avoid legal penalties and help build confidence among stakeholders such as investors, suppliers and customers.
· Improve environmental policies to be in line with the current situation.
· Develop an ESG risk management plan and establish an effective communication approach.
· Create and promote a corporate culture that consider the social and environmental responsibility.

Information on setting greenhouse gas emission goals

Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Carbon Neutrality, Other Greenhouse Gas Emission Reduction Target

Setting net-zero greenhouse gas emissions targets

Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1-3	2024 : Greenhouse gas emissions 4,856.00 tCO_2e	-	2065 : Reduced by 4,856.00 tCO_2e in comparison to the base year	• Thailand Greenhouse Gas Management Organization (TGO) : None • Science-based Targets (SBTi) : None

Setting carbon neutrality targets

Details of setting carbon neutrality targets

Greenhouse gas emission scope	Base year(s)	Target year(s)	Certification
Scope 1-3	2024 : Greenhouse gas emissions 4,856.00 tCO_2e	2050	None

Setting other greenhouse gas reduction targets

Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2024 : Greenhouse gas emissions 1,200.00 tCO_2e	2025 : Reduced by 1% in comparison to the base year	2030 : Reduced by 5% in comparison to the base year

Information on performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas management : Yes

In 2024, the Company has collected data and calculated the amount of greenhouse gas emissions of the organization adopting the carbon footprint assessment guidelines of the Thailand Greenhouse Gas Management Organization (Public Organization), with details as follows:

- Direct greenhouse gas emissions (Scope 1) are caused by the Company's combustion of various fuels such as diesel, gasoline, refrigerant leaks, and methane (CH_4) leaks from the septic tank systems.
- Indirect greenhouse gas emissions (Scope 2) are caused by the Company's use of electricity, as detailed in the section on "Energy Management".
- Other indirect greenhouse gas emissions (Scope 3) are caused by purchasing equipment, tools and supplies, paper use, water supply consumption, air travel, and the amount of waste in the organization.

To address the GHG emission issue, the company focuses on reducing the use of electricity as detailed in the section on “Energy Management” as well as the use of resources and consumables such as paper, plastic bottles, and plastic bags. The measures imposed include reuse of different items and paperless operations.

In 2024, the Company's greenhouse gas emissions are shown below.
Greenhouse gas emission sources, Scope 1: 555 Ton CO_2e
Greenhouse gas emission sources, Scope 2: 645 Ton CO2e
Greenhouse gas emission sources, Scope 2: 3,656 Ton CO2e
Total 4,856 Ton CO2e

The Company has changed its base year from 2023 to 2024, covering 1 January to 31 December 2024, to serve as a reference year for calculating greenhouse gas emissions and preparing the Company's greenhouse gas inventory for comparison with other years. In 2024, the Company has collected additional data to cover all activities in order to reflect the activities that have occurred and calculate the amount of greenhouse gases to be in line with the facts as much as possible.

The Company’s total corporate greenhouse gas emissions in 2024 was 4,856 tCO2e, which can be separated into activities with the highest greenhouse gas emissions in each area and the guidelines for reducing greenhouse gas emissions as follows:

Scope 1: The combustion of gas combustion in the vehicles of the organization accounts for 99% of the greenhouse gas emissions in Scope 1. The organization is currently studying the operation to reduce the gas use, such as purchasing EVs to replace the existing cars.

Scope 2: The electricity consumption in the office accounts for 99% of greenhouse gas emissions in Scope 2. The company has organized the activities and campaigns for employees to participate in saving electricity, such as turning off lights when not in use or during the lunch break, setting the air conditioner at an appropriate temperature of 25 - 26 degrees Celsius, and turning off the air conditioner during the lunch break of 1 hour.

Scope 3: Purchase of equipment, tools and appliances accounts for 66% of Scope 3 greenhouse gas emissions. The company campaigns for employees to economically use the water supply, adopt the concept of the paperless work and sort the waste for recycling.

Greenhouse Gas Management Services

Furthermore, as a leading engineering and environmental consultancy of the country, the Company recognizes opportunities related to the increasingly severe climate issues; therefore, it has established a certification and verification services business unit under the oversight of the Chief Related Business Officer. This unit provides carbon footprint assessment consulting services, including greenhouse gas (GHG) validation and verification. Currently, there are 18 GHG validation and verification service providers (as of 28 February 2025), and the Company is the only public company offering these services. The Company aims to leverage its environmental expertise to promote a low-carbon society across all sectors, with the following details.

The Company provides consulting services for projects related to greenhouse gas management including greenhouse gas emission assessments, and projects related to greenhouse gas reduction registration. These are core business activities that contribute to the reduction of overall greenhouse gas emissions of the country. The project types include:

1. Carbon Footprint for Organization (CFO) assessments, which enable clients to know and understand their organization's greenhouse gas emissions, particularly their own hotspots, and to develop plans for reducing greenhouse gas emissions. Projects undertaken include, for example, Thong Thai Textile Co., Ltd. (calculation of CFO and setting the targets of greenhouse gas emission reduction according to international standards such as the Science Based Targets Initiative (SBTi)).
2. The Company has implemented T-VER Standard Project, i.e. Mangrove Forest Plantation Project, to help reduce greenhouse gases in Thailand (Group 2), with the carbon sequestration potential up to 63,689 tCO2eq per year. Moreover, the Company has implemented T-VER Premium Project: Mangrove Forest Plantation Project to help reduce greenhouse gases in Thailand (Group 2), with the carbon sequestration potential up to 11,315 tCO2eq per year. Most importantly, this is Thailand's first T-VER Premium project.
3. Tools and Central Platform Development for Thailand's Greenhouse Gas Database Project, Fiscal Year 2024, which is Thailand's first digital platform for recording greenhouse gas accounts. The government will use this platform to plan national-level greenhouse gas reduction policies for submission to the United Nations and to take a leading role in international forums.

Moreover, the Company supports environmentally responsible organizations by validating and verifying greenhouse gas emissions/reductions/sequestration. It is the Company's duty and professional ethics to ensure the accuracy of greenhouse gas data prior to public disclosure.

With the expertise of the Company's personnel, whether in consulting services or greenhouse gas validation and verification, all have an impact on the path towards Carbon Neutrality and Net Zero emissions for the country. Therefore, the Company's projects have impacts, both quantitatively and qualitatively, on greenhouse gas emissions and reductions, contributing to the conservation of our planet for future generations.

Information on greenhouse gas management

The company's greenhouse gas emissions

	2022	2023	2024
Total GHG emissions (Metrics tonne of carbon dioxide equivalents)	1,228.00	1,372.00	4,856.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	245.00	314.00	555.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	612.00	598.00	645.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	371.00	460.00	3,656.00

Greenhouse Gas Emissions Intensity

	2022	2023	2024
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues)(*)	0.000742	0.000802	0.002519
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	0.99	1.07	3.73
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m^2)	0.26466000	0.29596000	N/A

Additional explanation : *(*) Total revenues and expenses from consolidated financial statement*

Information on verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas emissions : Yes

List of greenhouse gas verifier entity : BSI Group (Thailand) Co., Ltd.

Information on reduction and absorption of greenhouse gas

Reduction of Greenhouse Gas

	2022	2023	2024
Total reduced GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

Absorption and removal of Greenhouse Gas

	2022	2023	2024
Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00